

**Department of Personnel Administration
Memorandum**

TO: Personnel Management Liaisons (PML)

SUBJECT: 2007 Employer Health Benefit Contributions	REFERENCE NUMBER: 2006-030
DATE ISSUED:0 08/24/06	SUPERSEDES:

This memorandum should be forwarded to:

**Employee Relations Officers
Personnel Officers
Personnel Transaction Supervisors**

FROM: Department of Personnel Administration
Labor Relations Division

CONTACT: Nancy Hollins, Personnel Program Advisor
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Effective January 1, 2007, the monthly employer contributions for health benefits are listed below. Please be advised that as of the date of this PML, many union contracts are in various stages of the formal approval process which requires union ratification, legislative approval, and signing by the Governor before the rates are final. Although we anticipate that these will be the final rates, if any of these rates are not approved or are otherwise changed, the Department of Personnel Administration will issue a subsequent PML.

Units 1,3,4,10,11,12,13,14,15,20,21 (Rank and File, Non-CoBen)

Employee	\$337
Employee plus 1 dependent	\$677
Employee plus 2 or more dependents	\$879

Units 1,3,4,10,11,12,13,14,15,20,21 (Employees First Hired on or After January 1, 2007 – Subject to Dependent Vesting)*

Employer Dependent Contribution

	50%	75%
Employee	\$337	\$337
Employee plus 1 dependent	\$507	\$592
Employee plus 2 or more dependents	\$608	\$744

Unit 5 (Rank and File, Non-CoBen)

Employee	\$363
Employee plus 1	\$707
Employee plus 2 or more dependents	\$913

Unit 2 (Rank and File CoBen Allowance)

Employee	\$365
Employee plus 1 dependent	\$696
Employee plus 2 or more dependents	\$906

Unit 2 (Employees First Hired on or after July 1, 2006 – Subject to Dependent Vesting)*

	Employer Dependent Contribution	
	50%	75%
Employee	\$365	\$365
Employee plus 1	\$544	\$620
Employee plus 2 or more dependents	\$663	\$784

Units 7,16,17,18,19 (Rank and File, CoBen)

Employee	\$381
Employee plus 1	\$748
Employee plus 2 or more dependents	\$978

Unit 7 (Employees First Hired on or after July 1, 2006 – Subject to Dependent Vesting)*

	Employer Dependent Contribution	
	50%	75%
Employee	\$381	\$381
Employee plus 1	\$578	\$663
Employee plus 2 or more dependents	\$707	\$843

Unit 16,17,18,19 (Employees First Hired on or after January 1, 2007 – Subject to Dependent Vesting)*

	Employer Dependent Contribution	
	50%	75%
Employee	\$381	\$381
Employee plus 1	\$578	\$663
Employee plus 2 or more dependents	\$707	\$843

Unit 6 (Rank and File, Non-CoBen)

Employee	\$212.69
Employee plus 1	\$461.69
Employee plus 2 or more dependents	\$625.69

Unit 8 (Rank and File, CoBen)

Employee	\$402
Employee plus 1	\$769
Employee plus 2 or more dependents	\$1,000

Units 9 (Rank and File, Non-CoBen)

Employee	\$358
Employee plus 1	\$698
Employee plus 2 or more dependents	\$901

Excluded Employees (CoBen)

Employee	\$404
Employee plus 1	\$780
Employee plus 2 or more dependents	\$1,013

***Dependent Vesting Criteria**

New employees who have never had State health benefit coverage may be subject to dependent health vesting. Employees in bargaining units that have contracted for dependent vesting are provided with 50% of the employer dependent contribution the first 12 months, and 75% of the employer dependent contribution for months 13 through 24. After 24 months, these employees will receive the full employer dependent contribution applicable to their bargaining unit.

If you have any questions regarding the information provided above please contact Nancy Hollins at (916) 324-3438.

/s/Julie Chapman

Julie Chapman
Acting Chief, Labor Relations Division